

ARTICLE XXIV WAGES & COMPENSATION

24.1 In the first pay period of April, 2020, the Wage Scale set forth below shall become effective. Current employees will be placed on the Wage Grid as set forth in Appendix A to this Agreement. In the first pay period in April of each succeeding year, employees will receive the same wage increases as the Town provides its non-union employees, i.e., the same percentage change in the grids and/or allowance for a step to those qualified employees.

Wage Scale April 2020 Through March 2024

| <u>Grade\Step</u> | <u>1</u> | <u>2</u> | <u>3</u> | <u>4</u> | <u>5</u> | <u>6</u> | <u>7</u> | <u>8</u> | <u>9</u> |
|-------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| <u>6</u> | <u>\$ 18.06</u> | <u>\$ 18.74</u> | <u>\$ 19.44</u> | <u>\$ 20.17</u> | <u>\$ 20.93</u> | <u>\$ 21.71</u> | <u>\$ 22.52</u> | <u>\$ 23.37</u> | <u>\$ 24.25</u> |
| <u>8</u> | <u>\$ 21.06</u> | <u>\$ 21.85</u> | <u>\$ 22.67</u> | <u>\$ 23.52</u> | <u>\$ 24.40</u> | <u>\$ 25.32</u> | <u>\$ 26.27</u> | <u>\$ 27.25</u> | <u>\$ 28.27</u> |
| <u>10</u> | <u>\$ 25.49</u> | <u>\$ 26.45</u> | <u>\$ 27.44</u> | <u>\$ 28.47</u> | <u>\$ 29.53</u> | <u>\$ 30.64</u> | <u>\$ 31.79</u> | <u>\$ 32.98</u> | <u>\$ 34.22</u> |
| <u>12</u> | <u>\$ 29.73</u> | <u>\$ 30.84</u> | <u>\$ 32.00</u> | <u>\$ 33.20</u> | <u>\$ 34.45</u> | <u>\$ 35.74</u> | <u>\$ 37.08</u> | <u>\$ 38.47</u> | <u>\$ 39.91</u> |

The parties agree that Article 24.1 shall not be the subject of negotiations during the term of this Agreement.

The Union agrees and acknowledges that the Town shall not be obligated as of April 6, 2020 to make any financial contributions to employee Flexible Spending Accounts. (This contribution was not a negotiated benefit contained in the parties' current Collective Bargaining Agreement.)

~~In the first pay period in April 2018, the Town will increase the current wage grid by 1% and move all qualified employees up one step on the wage grid. In the first pay periods in April 2019 and April 2020, employees will receive the same wage increases as the Town provides to its non-union employees, i.e. the same percentage change of the grids and/or allowance for a step to those qualified for it. An additional step (Step 9) shall be added to the grid in April 2019. Step 9 shall be a 1.75% increase over Step 8. Below is a copy of the new grid effective April, 2018.~~

| <u>Title</u> | <u>Grade</u> | <u>Step-1</u> | <u>Step-2</u> | <u>Step-3</u> | <u>Step-4</u> | <u>Step-5</u> | <u>Step-6</u> | <u>Step-7</u> | <u>Step-8</u> |
|---------------------|--------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| <u>Admin. Asst.</u> | <u>14</u> | <u>\$16.12</u> | <u>\$16.69</u> | <u>\$17.27</u> | <u>\$17.88</u> | <u>\$18.49</u> | <u>\$19.14</u> | <u>\$19.82</u> | <u>\$20.16</u> |
| <u>PT-Patrol</u> | <u>17</u> | <u>\$18.93</u> | <u>\$19.58</u> | <u>\$20.28</u> | <u>\$20.99</u> | <u>\$21.72</u> | <u>\$22.48</u> | <u>\$23.26</u> | <u>\$23.67</u> |
| <u>Patrol</u> | <u>18</u> | <u>\$19.97</u> | <u>\$20.66</u> | <u>\$21.39</u> | <u>\$22.14</u> | <u>\$22.92</u> | <u>\$23.71</u> | <u>\$24.54</u> | <u>\$24.97</u> |
| <u>Sergeant</u> | <u>21</u> | <u>\$23.45</u> | <u>\$24.27</u> | <u>\$25.12</u> | <u>\$26.00</u> | <u>\$26.92</u> | <u>\$27.85</u> | <u>\$28.83</u> | <u>\$29.33</u> |
| <u>Lieutenant</u> | <u>24</u> | <u>\$27.53</u> | <u>\$28.50</u> | <u>\$29.50</u> | <u>\$30.53</u> | <u>\$31.60</u> | <u>\$32.70</u> | <u>\$33.85</u> | <u>\$34.44</u> |

April 2017

- 24.2 To qualify for a step an employee must have an evaluation indicating the employee is performing at a satisfactory level including serious consideration of any sustained disciplinary actions.
- 24.3 A \$1.00 per hour shift differential shall be paid to employees for any work time scheduled and worked between the hours of 6:00 PM and 6:00 AM.
- 24.4 **Call Back Compensation:** As call back hours are defined as hours worked under FLSA, all employees who are called back to duty after the conclusion of the full-time regular workday shall be compensated at a minimum of ~~three two~~ (32) hours. These hours will be paid at time and one-half provided the number of hours worked during the workweek meets or exceeds forty hours. If an employee has not met or exceeded forty hours worked during the workweek, call back compensation will be paid at the employee's regular rate of pay. Should the Town amend its current "Call Back Compensation" policy to increase the minimum amount of time compensated and/or the rate of compensation, the amended Town policy shall be applicable to employees covered by this agreement.
- 24.5 **Court Time:** For time in court, employees shall be paid time and one-half the regular rate of pay provided the number of hours worked during the workweek meets or exceeds forty hours. All court overtime shall be for a minimum of three (3) hours, provided that if the three (3) hour minimum overlaps with regular duty time, overtime pay shall be only for hours in court in excess of the regular duty schedule.
- 24.6 **Master Patrol Officer Designation.:** A Master Patrol Officer will receive an annual stipend of \$1,000.00 paid at the end of each contract year (last pay period in March). The stipend amount will be prorated for the number of months during the year the officer does not hold the designation or when an officer retires, resigns in good-standing or is promoted. This designation will be effective as of April 1, 2023.